

Nashville, Tennessee

May 17-19, 1996

March 14, 1996

Dear Colleague,

Greetings. The 1996 GLAD Spring Conference is quickly approaching, and I would like to extend an invitation to those in your congregation to participate in our worship services through music. Please have those interested carefully read the enclosed information, and fill out the enclosed audition form. Have them return the form and a brief audition tape, along with a copy of the lyrics (if applicable) to me. I must have all applications by April 20, 1996 to have time to plan the worship services. I will contact those chosen to make final arrangements.

Please encourage everyone to consider sharing their gifts with us. It is important to me that we include as many new faces as possible, and that everyone interested be included in some way.

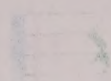
Thank you for assisting in getting the word out, and for adding to our worship services. I know God will bless the efforts of everyone.

Singing God's Praises,

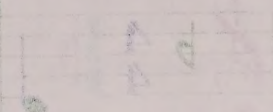
Tim Young

1996 Spring GLAD Conference

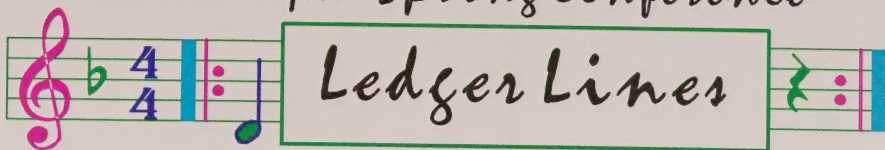
Music Coordinator



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UFMCC -- GLAD Spring Conference



Nashville, Tennessee

May 17-19, 1996

Music Audition Information

Join Our Conference Choir

We encourage all music directors and their choirs to join us as we prepare an anthem for the Saturday evening worship service. Watch the Schedule for rehearsal times.

Live Accompanists Available.

Due to the outstanding number of pianists and bands we will have present, we will only use live accompanists. You may choose from a number of options such as piano, organ, synthesizer, guitar, etc. You may arrange for your own accompanist or we will find one for you. There will be ample rehearsal time. You will be put in contact with your accompanist to arrange for exchanging of music prior to conference.

Solo and Ensemble Instrumentalists

Wanted

We are very interested in including solo and ensemble instrumentalists to accompany hymns, play for soloists, etc. Encourage those who play to dust off their instrument and contribute to our offerings.

If interested in assisting with music arrangements for a particular instrument, please contact Tim Young at 404.297.0350 immediately.

Handbells, Anyone?

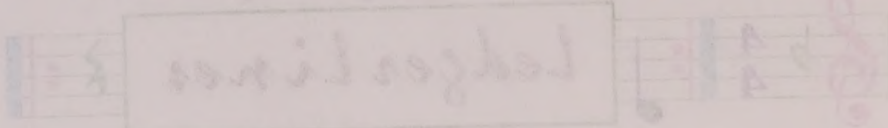
Is anyone interested in forming an ad hoc bell choir to play Sunday Morning? Strong sight reading skills are a must. If we have 12 or so interested, we will form a choir. If you have access to a 3-octave set of bells, please contact Tim Young at 404.297.0350.

About Inclusive Language

Following Conference Guidelines, we will only consider texts that are inclusified. Please submit a copy of the text of the song you will be singing. If you have questions concerning appropriate texts, please feel free to contact Tim Young.

Let the Spirit MOVE Us!

We are seeking someone to coordinate a creative movement piece for the Opening Service. Anyone who would like to dance, experienced or not, is encouraged to sign up. Liturgical dance is a deep, spiritual expression of faith. Do not miss this unique opportunity to share part of who you are with the people of this District!



Rockville, Tennessee

May 17-19, 1995

Music Auditorium

Registration

Open House

Friday, May 17

Registration begins at 10:00 AM. The registration desk is located in the Music Auditorium. Please bring your registration card and cash for the registration fee. The registration fee is \$10.00. The registration fee includes a registration card, a registration badge, and a registration book. The registration fee also includes a registration card, a registration badge, and a registration book. The registration fee also includes a registration card, a registration badge, and a registration book.

Saturday, May 18

Registration

Registration begins at 10:00 AM. The registration desk is located in the Music Auditorium. Please bring your registration card and cash for the registration fee. The registration fee is \$10.00. The registration fee includes a registration card, a registration badge, and a registration book. The registration fee also includes a registration card, a registration badge, and a registration book. The registration fee also includes a registration card, a registration badge, and a registration book.

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Friday, May 17

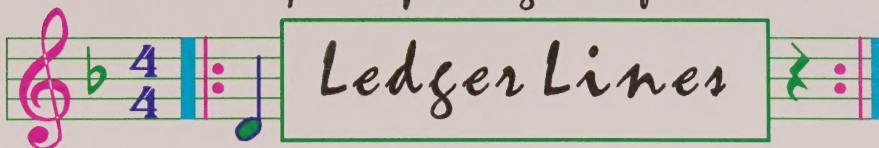
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UFMCC-- GLAD Spring Conference



Nashville, Tennessee

May 17-19, 1996

GLAD Conference Music Audition Form

Your Name _____ Day Phone _____

Address _____ Evening Phone _____

Your Church _____ Fax Number _____

Please check all that apply.

___ Vocal Solo S A T B Do you need an accompanist? ___ Instrument? _____

___ Ensemble Number in Group _____ Group Name _____

___ Pianist ___ Organist ___ Guitarist ___ Other _____

___ Liturgical Dance Do you wish to help choreograph? _____

___ Choir S A T B

___ Handbells Have you played handbells before? _____

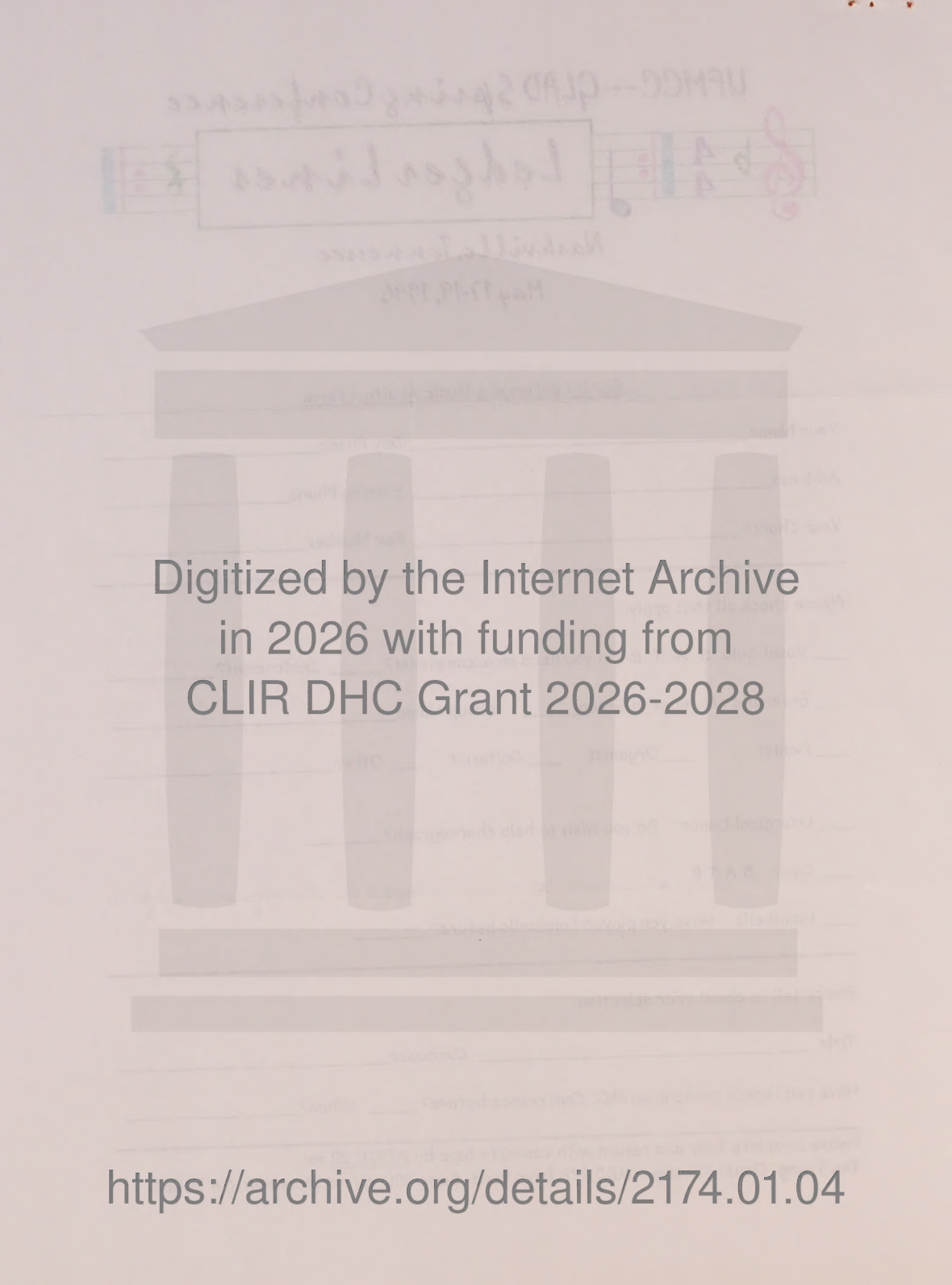
Please tell us about your selection.

Title _____ Composer _____

Have you shared music in an MCC Conference before? ___ When? _____

Please complete fully and return with cassette tape by APRIL 20 to:

Tim Young, Christ Covenant MCC, 778 Rays Road, Suite 100, Stone Mountain, GA 30083



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DISTRICT COMMITTEE MEETING ATLANTA, GA. - FEBRUARY 9 & 10, 1996

MEMBERS PRESENT: Rev. Jay Neely, Keith Mason, James Tallent, Dennis Luft, Sharon Lindenbaum, Rev. Reid Christensen. Mr. Mason arrived late for the Feb. 9th session. Rev. Christensen was not able to be present for that session but was present on Feb. 10th.

MINUTES - FEBRUARY 9, 1996

OPENING PRAYER

ITEM: COMPLETION OF 1995 CHURCH REVIEW: Completed reviews for Commissioned Churches and New Works. The only outstanding review from a Charter Church is All Saints MCC. No Packet has been received.

Motion by Dennis. Second by James to accept the review packets from Knoxville, St. Mary's and Christ Covenant. Vote to approve was unanimous.

ITEM: ASSIGNMENTS FOR COMMISSION/NEW WORKS REVIEWS - 1996:

MASON

Montgomery
Chattanooga
Covenant
Tuscaloosa (PE)
Winston-Salem (NW)

TALLENT

Myrtle Beach (NW)
Cornerstone
Wilmington
GRO
Bowden (PE)

LINDENBAUM

Augusta
Nashville
Asheville
Coastal Georgia (PE)
Family of God (NW)

CHRISTENSEN

Columbia
High Country (NW)
Rainbow (NW)
Safe Harbor (NW)
Mobile

NEELY

Tri Cities
Gulf Coast
Hickory

Dennis will review the Financial Information from ALL the churches.

- REVIEW PACKETS ARE DUE MAY 15, 1996.

ITEM: MCC GREENVILLE CHARTER APPLICATION: Received and reviewed Charter Packet from Greenville. There are some changes that need to be made before we can recommend packet. Jay will contact Greenville concerning these change.

ITEM: REVIEW GLAD SAMARITIAN SCHOLARSHIP PROGRAM: James is waiting for more information from Wanda Floyd. He will be contacting prospective applicants. Keith Mason has offered to help with this.

ITEM: APPOINTMENT TO SCHOLARSHIP COMMITTEE: Moved by Sharon. Second by Dennis to ask Rev. Chip Carson to serve on this committee. Sheryl Miller was reappointed to serve. Approval was unanimous. Appointments are for two years from this date.

ITEM: DISTRICT COORDINATOR'S VERBAL REPORT: We presently have 32 worshipping bodies. The District is doing very well and our churches are growing.

ITEM: REVIEW OF CREDENTIALING PROCESS: The Committee went over this process in under to understand and become familiar with new guidelines.

- A. BOM APPOINTMENT: Moved by Keith. Second by James to appoint Barry Hundley to fill Keith Mason's place on the BOM. This is a four year appointment that will end October, 1999. This was passed unanimously.
- B. STEERING COMMITTEE: RE: PARTICIPATION OF THE GLAD BOM CHAIR: Motion moved by Dennis. Second by James. The District will pay one half of the hotel room charge. under the assumption that they are housed 2 in a room (provided there is such a provision. If not, we will pay the full price). Transportation and per diem will be provided. Motion was unanimously approved.
- C. BOM CHAIR & MEMBERS: Motion by Dennis. Second by James. The District will pay the room rate for the extra nights at Conference for the Chair of the BOM. For the other members of the BOM, the District will pay one half the room charge. This is with the anticipation that they will room together. We will pay the per diem for all members for the extra days the BOM meets. Transportation will be reimbursed for those whose presence is not otherwise required by their local church. Passed with no opposition.
- D. BACKGROUND CHECKS: Recommended that we do background checks on all new Candidates being credentialed for

the first time. Background checks on licensed clergy becoming ordained will be pending at a later date.

ITEM: TEACHING CHURCHES: Committee discussed criteria for these churches and drafted a letter for churches seeking to apply to become Teaching Churches. The letter will be sent to all churches within a week.

ITEM: SUPERVISING PASTORS/ADVISORS: Committee discussed qualifications and requirements for these positions. Training will be provided at our next Conference.

ITEM: MCC WINSTON-SALEM: Keith Mason chaired the Reconciliation Team at MCC Winston-Salem. He presented a written and verbal report.

MEETING ADJOURNED AT 8:50 PM.

DISTRICT COMMITTEE MEETING
MINUTES - FEBRUARY 10, 1996

All Committee Members present.

OPENING PRAYER

COMMITTEE SHARING

ITEM: CONFERENCE ARRANGEMENTS: Sharon Lindenbaum will assist with lining up workshops. James Tallent will be the liaison to Kevin Boyd. Rev. Elder Don Eastman will be one of our speakers and we are working on lining up others.

ITEM: SOUND SYSTEM FOR GLAD: We will limit the rental fee for a sound system in Nashville to \$500.00 or less. Motion by Dennis. Second by Keith to purchase our own system prior to the Fall Conference in Charlotte. Passed unanimously.

ITEM: TREASURER'S REPORT: Presented by Dennis.

1. Dennis explained difficulties with general non response to his communications with churches and individuals.

There are some outstanding debts from people taking course studies with Samaritan. The clerk will write to

them expressing our concerns over their failure to respond to the Treasurer in his attempts to resolve these arrears.

2. MDISC TEE SHIRTS - GLAD has been billed for Tee shirts purchased by MDISC for sale at the last Conference. Neither the District Committee or the Treasure were contacted for prior approval of this expense which totaled \$864.00. GLAD will pay these out of the MDISC budget. The GLAD Treasurer did write to UFMCC concerning the correct process for prior approval.

ITEM: SAFE HARBOR MCC REQUEST FOR MOVING EXPENSE: Safe Harbor has requested assistance for moving expenses totaling \$79.48. Motion moved by Dennis. Second by Keith. Passed unanimously.

ITEM: MCC OF THE RAINBOW: The District Committee supports the church in their efforts to secure some missing property believed to be in the possession of a former Pastor.

ITEM: MCC NASHVILLE: Rev. Buddy Truluck has resigned as Pastor. He also resigned his UFMCC credentials.

ITEM: MCC MYRTLE BEACH: Sharon will visit Myrtle Beach later in the month.

ITEM: SOP CHANGE PROPOSAL FROM CHRIST COVENANT: The Committee received a copy of SOP change proposal which will be presented at District Conference.

ITEM: SOP CHANGE PROPOSAL RE: COMPENSATION FOR PASTORAL LEADERS AT NEW WORKS: Moved by Reid. Second by Dennis to change V.B.5.a. to say Pastoral Leaders of a New work "shall receive a fixed salary, which shall be agreed upon by the Pastoral Leader, the Advisory Board and the District Coordinator". Passed unanimously.

ITEM: PROGRAM BUDGET REQUESTS: FFO (\$950.00). Women's Secretariat (\$150.00), and COL (200.00). Moved by Dennis. Second by Reid. These amounts are in addition to monies held over from the previous year. The District Committee did not approve MDISC/WIND. We are requesting that they submit their budget with recommended changes.

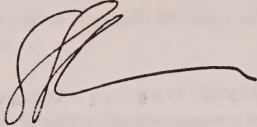
Dennis will contact the programs concerning approval of requested monies. Passed unanimously.

ITEM: GLAD TASK FORCE ON DEVELOPMENT: Report was presented by Keith Mason. We are seeking people to fill positions for the Task Force. Several names were presented. No action at this time.

ITEM: SALARY-ADMINISTRATIVE ASSISTANT: Moved by Dennis. Second by James. Motion to raise the hourly rate of the Administrative Assistant. The salary would be \$490.00 per month. Motion passed. One abstained.

MEETING ADJOURNED.

RESPECTFULLY SUBMITTED BY

A handwritten signature in black ink, appearing to be 'SL' with a long horizontal flourish extending to the right.

**SHARON LINDENBAUM,
CLERK GLAD DISTRICT**

Covenant Metropolitan Community Church

3001 FOURTH AVENUE SOUTH
BIRMINGHAM, ALABAMA 35233
(205) 326-8529
Cliff Morrison, Pastor
Rev. Marge Ragona, Associate Pastor

November 16, 1993

Dear Members and Friends,

As most of you know, our annual **One-Day Pledge Day** is this coming **Sunday, November 21, 1993**. It is unfortunate that the average church in this nation is supported by only approximately 10% of its people. The tragedy is not so much in the lower income of the church but that 90% of the people never come to know the joy and the uncountable blessings of consistent giving to the church for the work of God and the cause of Jesus Christ.

We are reminded in the book of Malachi that if we are faithful to God, we will be especially blessed. Malachi 3:10 states, "Bring to the storehouse a tenth of what you gain. Then there will be food in my house. Test me in this," says the Lord of hosts, "and see if I will not open for you the windows of heaven and pour down for you a blessing that there will not be room enough to receive it!"

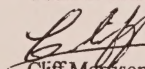
I urge those of you who have never tithed or who have not tithed in a long time to give it a try. God has said "Test me in this." Anyone who has tithed consistently for any length of time will tell you that, where they had financial troubles before, they have begun to be able to better manage their living expenses. As long as we are faithful to God, God will see that our needs are met. That's a promise.

I urge all of you to consider what your support will mean to our church and to our community. As we continue to grow, we are better able to contribute to organizations like Birmingham Aids Outreach and to local AIDS research clinics, to keep our Community Assistance Fund going so we can help people who find themselves in immediate financial need, to provide counseling and support for people in our community when they have no one else to turn to, and, most importantly, reach out to all disenfranchised people and share with them the love of Jesus and the opportunity for salvation Jesus offers to *all* people. And there is so much more. With your commitment and support, Covenant MCC can do great things for God. Without it, some things just won't happen.

First of all, *pray* about your pledge. Ask God to help you determine how much of your time, your talents, and your income is appropriate at this time. Then *make a pledge*. Fill out the enclosed PLEDGE CARD and bring it with you to church on Sunday, November 21. If you cannot attend that day, please mail it to the street address shown in the letterhead. Third, *follow through* with your *commitment* this year and find out how wonderfully God will bless you.

All information received on the Pledge Cards is absolutely *confidential* and will only be known to you, to God, and to the treasurer whose job it is to keep our financial records. May God bless you in your decision.

Yours in Christ,



Cliff Morrison, Pastor

TO: DISTRICT CONFERENCE DELEGATES, STUDENT CLERGY AND OBSERVERS
FM: NORTHWEST DISTRICT COMMITTEE
RE: UFMCC BY-LAW CHANGE #2

Current language: Article IX B (lines 31-32, p.22) "Voting rights at these (District) conferences shall be determined in the same manner as for the General Conference."

ADD "unless additional voting rights are granted by the District Conference."

RATIONALE: 1) Our recollection of the spirit of the GSS process (1979-1985) is that diversity was to be allowed at the district level to reflect regional differences and prerogatives, i.e., "permissible flexibility."

2) Currently, it is "at District option" whether District officers may have a voice and vote at District Conferences. (Article V.C.2.b.) Therefore, the argument for uniformity is inconsequential if some variance is already sanctioned at the District level.

3) In trying to discern any possible harm or detriment to the Fellowship, the only case we could surmise was one in which UFMCC By-Law proposals or endorsements from a district might be affected by a close vote, swayed perhaps by these few people who may not be permitted to vote in other districts and who are not currently permitted to vote at General Conference. We submit that if an issue were that controversial in one district, it would be so in other districts as well and thereby foretell unlikely adoption by the General Conference. Experience has shown that such proposals and endorsements from a district do not hinge on a few votes, but are either very popular or very unpopular.

4) Article V.C.1. states that Districts are "...called into existence to enable and empower Christian ministry within their jurisdiction through their member congregations and bodies." Consequently, why should district X, Y, and Z be concerned with matters that are entirely district W's affairs? As the legislative body of that jurisdiction, voting rights established within and for that jurisdiction only should be duly recognized and respected, especially when no harm will befall the entire Fellowship.

Failed

TO: DISTRICT CONFERENCE DELEGATES STUDENT CLERGY AND OBSERVORS
FM: NORTHWEST DISTRICT COMMITTEE
RE: UFMCC BY-LAW CHANGE #1

Current language: Article IX Section A (Lines 1-4, page 22)

"The transaction of all business except procedural matters must be approved by a separate majority vote of the votes carried by lay delegates, lay Elders and lay District Coordinators; and a separate majority of the credentialed clergy."

Changed to read "...carried by lay delegates, **lay pastors**, lay Elders and lay District Coordinators; and a separate majority of credentialed clergy and transfer clergy who are pastoring churches."

Rationale: 1) Since "all church bodies are referred to as churches," who are subject to the legislative authority of the General Conference, why should new and continuing works churches be disenfranchised due to the status of their worship leader? Effectively, those congregations which are pastored by a lay person or by clergy-in-transfer have been relegated to second class status in the governing process simply because of the status of their pastoral leader. This is counterproductive as well as being contrary to the UFMCC Mission Statement.

2) How can we speak of the "meaningfulness of membership" when a church has no vote in the deliberative process that General Conference embodies? Yes we will gladly accept their 15% monthly assessment AND expect them to be grateful for a voice rather than a vote on denominational matters! The "obligation of mutual consent and cooperation" appears to be very one-sided in this respect.

3) If we are truly concerned with the pastoral care of our recognized lay pastors and clergy in transfer who are pastoring churches it is time we show them the respect to which they are entitled. We often send these people to "struggling" or new churches to carry out the mission of this denomination on a daily basis in their communities. The time has arrived to demonstrate our concern and confidence we have in their capabilities and value their judgment by granting them full voting privileges at General Conference.

NOTE: When the NW District adopted this proposal at the District Conference in May 1991 the effect was to seat three lay pastors and two clergy-in-transfer, adding a grand total of five to the sixty five clergy and lay delegates already seated - not a significant impact numerically. However, there were five congregations who were uniformly thrilled when their pastors returned home to say, "Yes, your District values our input in the decision-making process which governs our churches." Such equality in its pastoral leadership was affirmed when the motion passed with only one vote against and two absentions. The numeric impact may differ in **your** District but the accountability and onwenship will be a blessing to those newly enfranchised members.

Re: GLAD BY Laws Article VI-B.

passed

Proposed:

Whereas Attendance at District Conferences have grown proportionately to the congregations in the District, and

Whereas identifying and securing appropriate, cost effective locations have become more critical, and

Whereas the greater lead time provides for greater flexibility in negotiations,

The District Committee proposes that Article VI-B, of the GLAD SOPS be replaced with the following:

The location of the District Conference will be determined by the Conference 18 months in advance.

Rationale:

It makes good fiscal sense to be able to deal as early as possible. Hotels are eager to book in advance, and are usually more willing to negotiate prices. Also, if for unforeseen reasons, a change is mandated, there is more time to make other plans.

Also, as the conference grows in size, the choice of sites is more limited.

passed

Re: Church Status Standards and Procedures VII-D

Whereas the District Committee has the responsibility to review all chartered churches every five years, and

Whereas, the committee prepares to complete these five year reviews as a bloc, and

Whereas, we continue to add newly chartered churches,

The District Committee proposes that the language in Article 7-D, be amended to read:

1. The church status of each original chartered church will be reviewed by the District Committee after one year, and then at the anniversary of the next five year cycle for all Charter reviews. Every chartered church will be reviewed on the five year anniversary (ETC)

Rationale:

This enables the committee to set a routine for reviewing Charter churches. The reviews were last done in 1991, and would follow on each succeeding five year anniversary ('96 -2001,2006, etc.). A newly chartered church will be reviewed twice before moving into the five year cycle. This also serves as a means of monitoring early progress.

To: Rev. Jay Neely
GLAD District Coordinator

From: Keith Kopp

Date: January 30, 1992

RE: Thank You

I just wanted to say thank you for the opportunity to serve on the Reconciliation Team at MCC Charlotte. I am hoping that God is able to bless our efforts and that no matter what happens the church heals, grows strong, and is a mighty work of God.

Marge, Cassi, and I made a wonderful team even if I do say so myself. I had my fears going as chair that I would be usurped by an ordained minister who had been with MCC before I had graduated from high school or a brand new Assistant District Coordinator who might need to prove herself. How foolish and silly those fears look in retrospect! Marge and Cassi are wonderful people. They are excellent team players with each giving of such wonderful skills.

Marge gave of herself in a pastoral way that was needed by that congregation. She opened herself up one on one or from the pulpit and mothered them. She held and comforted them when they cried. (She also taught them DYKE, DYKE. You'll have to ask her what that means.) She was excellent with Lynn in giving her understanding and sharing her experience.

Cassi gave of her analytical mind and her calming presence. She has a good knack of looking at a situation, sizing it up, and coming up with a solution under pressure. An excellent example was how calmly she dealt with the tie vote. (I was close to panic. It had never crossed my mind that there would be a tie.) Within a few moments Cassi had realized that there was one abstention and that the best thing to do was vote again in hopes of someone changing their mind or getting the 29th person to vote. She was right. So we voted again and the tie was broken, 14-15.

Again, thank you. If you had any doubts, I think God lead you to choose wisely and well.

To: Rev. Jay Neely
GLAD District Coordinator

From: Keith Kopp

Date: January 30, 1992

RE: Reconciliation Team To MCC Charlotte

The Reconciliation Team consisted of myself as chair; Cassi Wylie, Assistant District Coordinator; and Rev. Marge Ragona, Associate Pastor, First MCC-Atlanta.

On Saturday, January 25 in the morning we met with the Board of Directors: Richard Wisner, Vice Moderator; Gene Skidmore, Clerk; Lougenda Moore, Treasurer; and Rayma Harvey, Member at Large. Because of time constraints, Marge met with Rayma immediately afterwards and Cassi and I met with Alan Greenberg, the Lay Delegate. The team reconvened to meet with Rev. Guerra before and during lunch. Starting at 2:00 PM and going until 8:00 PM, the team split up and met with 38 members, friends and attendees of the church. Of the 38 with which we met, 24 are members, 6 are friends, and the remainder have attended church within the last 6 months.

From the interviews it became clear that church is in a great deal of pain. The members of the church are very evenly divided in retaining the existing pastor and having her leave and be replaced by someone else.

The church spoke highly of a strong pulpit ministry and the excellent speaking skills of Rev. Guerra. There was strong praise for the fact that the administrative work of the church was done in a professional and timely manner; however, the laity felt they needed to be more involved. The concerns expressed centered around A) control of the church, B) the gruff manner of the pastor, C) the lack of hospital visits by the pastor, and D) the pain in the church.

The Reconciliation Team participated in worship on Sunday morning, January 26 with 75 other attendees. Rev. Ragona brought the message. Cassi consecrated Communion. I did the invocation and assisted in serving Communion. It concluded at 12:30.

We met with Rev. Lynn Guerra for an hour after worship and then met with the Board of Directors for 30 minutes. We obtained the support of Rev. Guerra and the Board for the proposals we then presented at the Congregational Meeting.

The Congregational meeting began at 2:00 and ended at 4:15. We opened with a word of prayer and then I presented the report of the Reconciliation Team. I overviewed strengths and concerns expressed: the strong pulpit ministry and

administrative work and the concerns about control, gruffness, hospital visits, and pain. I then explained the recommendations of the Reconciliation Team.

The Proposals from the Reconciliation Team are as follows:

- 1) The District conduct a Workshop on the job functions and duties of the Board of Directors. In addition the UFMCC, District and Local Church By-laws will be covered as well as the Church Standards and the section in the Clergy Manual of expectations from the pastor to the local church.
- 2) Classes for Rev. Guerra to work on her perceived gruff manner:
 - How to Win Friends and Influence People
 - Other courses as available from local colleges in interpersonal communications
(Cassi and Rev. Ragona explained in the discussion that it was expected that the church would pay for these classes and count the time involved in attending as work hours.)
- 3) Church meetings would have an agenda, a beginning time and an ending time.
- 4) The congregation needs to stop gossiping.
- 5) Everyone needs to forgive. In order to facilitate the process of forgiveness, the District would conduct a Workshop on Conflict Resolution.
- 6) Affinity groups would be started.
 - A time for structured sharing
 - Pre-defined, constructive topic.
 - Rev. Guerra would attend as a participant.
- 7) Everyone would continue in their tithing and giving in support of the church.
- 8) All church records would be stored at the church with a backup copy at Rev. Guerra's home.
 - The church may need to purchase locking filing cabinets.
- 9) Rev. Guerra would no longer do the administrative reports of the church since the Board would take over that responsibility.
- 10) Rev. Guerra would do at least one hospital visit per week provided that the requestor gave the patient name, the hospital, why the person was in the hospital, why they wanted the pastor to visit, and when would be the best time to visit.

- 11) The Board of Directors would decide the priority of paying bills with input from the Treasurer.
- 12) Rev. Guerra would spend the time gained from the Board doing the administrative reports in hospital visits and other pastoral care.

Items 1-7 would be stage 1 items and done as quickly as possible. Items 8-10 would be stage 2 items and implemented within the next 60-90 days. Items 11-12 would be stage 3 items and would be implemented after 90 days.

Once the report was presented I asked for questions to clarify any of the recommendation and then asked for a motion to approve the recommendations. The motion was approved and seconded. The floor was opened to discussion with two stipulations: A) that hearsay was not acceptable and B) that discussion was to focus on the issues and not personalities. Everyone who attended was given the opportunity to speak. Much of the discussion was the expression of pain and anger. Some of it was discussion on the recommendations. We took a break at 3:30. More discussion ensued. The question was called after everyone had the opportunity to speak. The first vote to approve the implementation of the recommendations of the Reconciliation Team was tied 14 in favor and 14 against with 1 abstention. A second vote was taken with 14 in favor and 15 against. The motion failed. Cassi explained the process for removing the pastor according to the UFMCC By-Laws. We adjourned the meeting and closed with prayer.

After the meeting Cassi gave Richard copies of the pages of the UFMCC By-Laws that detailed the process of removing the pastor and the Reconciliation Team met with Rev. Lynn Guerra.

Our personal commendations to everyone: the Board, the congregation, the staff, the pastor, and the lay representative for being so warm, loving, helpful and hospitable toward us under such difficult circumstances. It was and is much appreciated.

Respectfully submitted,

Keith Kopp

cc: Rev. Lynn Guerra, MCC Charlotte
✓ Rev. Marge Ragona
Cassi Wylie
Richard Wisner, MCC Charlotte for distribution as
approved by Board of Directors